

UNAIDS 2024

International Labour Organization (ILO)

2022-2023 Organizational report

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HIV in the ILO's mandate

The mandate of the ILO is to advance social and economic justice through setting [international labour standards](#). With 187 Member States, 40 field offices and staff in 107 nations, the ILO promotes decent work for all workers, regardless of where they work. A healthy workforce is essential to achieving SDG 8. Promoting the health and safety of workers is thus an integral aspect of the ILO's mandate.

Key ILO strategy on HIV

The 2019 ILO strategy, [ILO's response to HIV and AIDS: accelerating progress for 2030](#), applies the twin-track approach of HIV-focused efforts and the integration of HIV in the broader development mandate. The strategy promotes HIV integration across the areas of social protection, labour standards, labour migration, gender equality, occupational safety and health, diversity and inclusion, and in ILO training courses, among others. The ILO's [HIV and AIDS recommendation, 2010 \(No 200\)](#) also calls for HIV integration across national development policies and programmes. HIV has been integrated across different outcomes in the [ILO Programme and Budget 2024–2025](#).

Top results in 2022-2023

Human rights and gender equality

In 2022, the ILO elected a new Director General and stepped up efforts to forge a [global coalition for social justice that](#) can contribute to addressing stigma and discrimination for vulnerable groups, including people living with and affected by HIV.

Support was provided for country-level implementation. Based on the [recommendations of the ILO Global HIV Discrimination in the World Of Work](#) survey, the ILO, the UNAIDS Secretariat and partners supported the implementation of HIV non-discrimination policies and programmes in 25 countries. The programmes led to the development of national workplace policies, policies on violence and harassment, codes of good practice on the prevention and elimination of violence and harassment, and guidance on non-discrimination.

Progress was accelerated towards the creation of enabling legal environments.

Following the adoption in 2019 of the [ILO Convention on elimination of violence and harassment, 2019 \(No. 190\)](#), the first international treaty recognizing the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment, the ILO's support to governments led to the Convention being ratified in more than three dozen countries, including several with large HIV epidemics, such as Lesotho, Namibia, Nigeria, Rwanda and Uganda. It also launched a global campaign to promote ratification of the convention and the enactment of legislation to create a conducive and enabling environment. To date, 39 countries have ratified the convention and committed to enact laws against violence and harassment.

Normative guidance was promoted to control risks and minimize the negative impact of violence and harassment in the workplace. The ILO published a guideline, "[Violence and harassment at work: a practical guide for employers](#)", which has been used in over 40 countries to support the creation of a violence-, harassment- and discrimination-free environment in the workplace.

Knowledge was generated to inform effective action in the world of work. The ILO-Lloyd's Register Foundation-Gallup survey, "[Experiences of violence and harassment at work](#)", was published in 2022. It showed that violence and harassment at work was widespread across the world, with more than one in five persons in employment having experienced at least one form of violence and harassment at work.

Normative guidance for LGBTQI+ rights was provided. To promote a more conducive and enabling environment for LGBTQI+ persons in the workplace, the ILO developed the "[Inclusion of LGBTQI+ persons in the world of work](#)" learning guide. Jointly launched by the ILO and the Government of Spain, the tool describes the many challenges which LGBTQI+ persons face in the labour market and includes an overview of the evolving protections available to LGBTQ+ persons, including those living with HIV. The guide has been disseminated in over 25 countries.

Scaling up HIV testing

Knowledge of HIV status was increased. Building on the "STAR Phase 3 HIV self-testing" partnership with Population Services International, Jhpiego, UNITAID and WHO, the ILO focused in 2022–2023 on reaching underserved men in economic sectors where workers face elevated risk of acquiring HIV. The ILO's [VCT@WORK Initiative](#) is aimed at identifying people living with HIV who have not taken an HIV test and linking them promptly to care services. Over the biennium, approximately 240 000 vulnerable people in 20 countries took an HIV test as a result of this initiative. The average positivity rate was about 0.8% during the biennium, ranging from 3.9% in Mozambique and 3.4% in Madagascar to 0.14% in Côte d'Ivoire and 0.19% in Zambia.

Capacity was built for strategic HIV testing initiatives. The ILO and WHO jointly developed a policy brief on HIV testing, titled "[HIV self-testing at workplaces: approaches to implementation and sustainable financing](#)", which it disseminated through world-of-work structures in 20 countries. For capacity building, knowledge transfer and continuous learning on HIV testing, the ILO and the International Training Centre in Turin developed an [online training course on HIV testing at the workplace](#).

Expanding social protection coverage

Implementation of the second phase (2021–2025) of the ILO's social protection flagship programme, "Building social protection floors for all", covered 50 priority countries and contributed to many of the results achieved in countries during the biennium.

Social protection gaps were documented and addressed. The "[World social protection report 2020–2022](#)" showed that COVID-19 had deepened inequalities in the coverage, comprehensiveness and adequacy of social protection in almost all countries. It found that only 47% of the global population was effectively covered by at least one social protection benefit. The ILO portfolio of social health protection activities substantially expanded to

respond to requests emerging after the COVID-19 pandemic, including for capacity building, policy and legal advisory services, and economic and actuarial analyses in 25 countries in Africa, Asia and Latin America.

Knowledge generation tools were developed. The ILO, in collaboration with the French National Social Security School and SDG Academy, launched an open online course on [making universal social protection a reality](#). The course explains key social protection concepts as well as the strengths and weaknesses of different approaches, policy options and strategies for social protection in the context of decent work and socioeconomic development. To deepen understanding of social protection coverage for people living with HIV and TB, the ILO produced a publication, "[Making social protection a reality for people living with, at risk of and affected by HIV or TB](#)". It shows that the integration of social protection programmes and benefits can reduce stigma and discrimination, and it calls for more systematic documenting of practices adopted by social protection institutions to respond to HIV and TB.

Normative guidance on social protection was generated. The "[ILO-UNDP checklist on social protection for key populations](#)", launched at the 2022 International AIDS Conference, helped countries promote the inclusion of people living with HIV and key populations in social protection policies and programmes. Informed by a global dialogue on social protection for people living with HIV and key populations, which ILO and UNDP organized in 2021, the checklist is aimed at improving the planning and evaluation of inclusive and gender-responsive social protection programmes.

Evidence base for action on HIV-sensitive social protection was strengthened. A partnership between WFP, the UNAIDS Secretariat, UNICEF and the ILO completed a study to extend HIV-sensitive social protection in 12 countries in western and central Africa. It highlighted the need to strengthen coordination of efforts to promote social protection and end AIDS; the importance of including key populations in social protection programmes; and the value of raising awareness of social protection programmes among key populations.

Innovative country practices were identified and promoted

In Brazil, the ILO supported income generation capacity building initiatives for 190 marginalized LGBTQI+ people in Sao Paulo, Amapa, Para, Paraiba and Porto Alegre as part of the "Kitchen & Voice" initiative. In the United Republic of Tanzania, economic empowerment initiatives for people living with HIV established youth economic empowerment groups, while an ILO-created self-learning e-learning tool for coaching and experience sharing was provided to 100 companies in Indonesia.

The ILO and the Federation of Kenya Employers, the HIV tribunal and other partners worked jointly in Kenya to build the capacities of human resource managers on HIV-related stigma and discrimination in the workplace and in HIV tribunal activities. In China, the ILO assessed the skills gaps among people living with HIV in terms of their digital and communications skills and the organization of Start Your Online Business training programmes.

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